

# CSL Plasma's Pattern of Discrimination

2011

CSL Plasma required Alice James to mark male on her intake form.

James, a transgender woman, began donating plasma in Duluth.

2015

CSL Plasma stopped James from donating when she marked female, consistent with her gender identity.

2016

James filed a charge of discrimination with MDHR.

2017

MDHR found probable cause that CSL Plasma discriminated against James.

2018

CSL Plasma refused to work with MDHR to settle the case.

CSL Plasma **continued to discriminate** against James when she tried to donate in Minneapolis.

2019

**March** - CSL Plasma claims they updated their policies.

**September** - CSL Plasma **discriminated again** on the basis of gender identity. This time against Charlie Edgar, who is non-binary.

**March** - MDHR sued CSL Plasma for violating the Minnesota Human Rights Act.

Today

MDHR amends its lawsuit against CSL Plasma for continuing to discriminate on the basis of gender identity.